



THE INFORMER

Volume 16, Issue 1

WINTER 2012

Special points of interest:

- ◆ The Year in Review
- ◆ Director Graduates from The Criminal Justice Academy

Inside this issue:

Role of Management	2
County Highlight: Laurens	3
SC NABCJ Conference	4
New Hires	4
Promotions	4
COMPAS Training	5
Supervision Outcomes	5
Legal Eagle Focus I	5
Setoff Debt Program	6
CJA Graduation~Jan 2012	6
Legal Eagle Focus II	6
2011 Leave Pool Donors	7
S.P.I.C.E. Retreat	7
Agent Basic Class~Dec 2011	7
Mark Your Calendars	8
To Your Health	8
The Baseball Ballerino	9
PSE Site Appreciation	9
CODE	9
Agent Basic Class~Mar 2012	10
RMS Update	10
Job Readiness	11
EBP in Charleston County	11
CJA Graduation~Feb 2012	12
PPP Book Nook	12



DIRECTIONS



THE YEAR IN REVIEW

Wow! PPP has had a very productive year. The Department has made significant strides and noteworthy accomplishments in 2011. We have been successful in implementing those practices that have made a major impact on prison recidivism, realigned our organizational structure to increase our efficiency and facilitate better communication, and invested energy in identifying critical goals and objectives for future progress. I believe all of these improvements have strengthened our Department, as we continue to meet the demands of daily operations. Your achievements have catapulted us to our greatest efforts in making a difference in the lives of those we supervise and connecting with our community partners. I am proud to share some of these with you.

- Completed Agency-wide training and implemented Evidence Based Practices
- Implemented the Data Analysis for Reduction of Recidivism (DARR) model to review and respond to supervision trends and outcomes
- Reallocated critical needs position of personnel
- Reduced the average caseload size per Agent by 12%
- Enhanced our community outreach and partnerships
- Coordinated training for Parole Board members and Parole Board Support
- Devised an automated Pardon System
- As of December 31st, monitored 678 Ignition Interlock Device Program participants
- Completed an Interstate Compact Audit, ranked 3rd in the nation for compliance
- Created a plan to facilitate an electronic records management system
- Trained designated staff on COMPAS risk assessment tool
- Formed the Joint Strategic Planning Committee
- Coordinated 17 Pardon and Expungement workshops across the state
- Secured 100 % grant funding in support of National Crime Victim's Rights Week and hosted our first victim services' community open house and information fair.
- Secured a continuation grant from Victims of Crime Act (VOCA) for the Spartanburg remote video conferencing site.
- Held 8,260 hearings, which included parole, pardon, administrative, and IID appeals.
- Provided support and quality services for more than 11,000 victims and their families
- Secured JRI Grant funding of \$300,000 and technical assistance to implement Phase I of the Sentencing Reform Act of 2010.

Congratulations on a job well done! You have embraced our values, devised innovative solutions, and diverted 579 offenders from returning to prison. And counting...

The Evolution of an Evidence-Based Organization: The Role of Management



Becoming an evidence-based organization is an on-going process which requires time and commitment from leaders and employees who share a common vision to bring about sustainable and meaningful change. Unfortunately, organizational change is not easy and attempting to change the culture of an organization is not without exception. For sustainable change, an organization must fully commit to the change process while adapting to its ever changing environment, including system players and external stakeholders.

The role of management is critical in the process of change which involves facilitating a change in the organization's culture while adopting new programs, policies and procedures in alignment with evidence-based best practices. From the front-line supervisors to members of the executive management team, the role of management, on all levels, is critical to the continuous efforts of becoming an evidence-based organization. In an effort to stay focused on the organization's goal to change, the primary objective of management is to see the big picture and understand why change is important and they appreciate the direction the organization is headed.

To begin the process of change, organizational leaders should begin with three significant aspects in order to shift towards becoming an evidence-based organization. First, in efforts to educate employees, information on evidence-based practices should be readily available which provides not only details but create the big picture of the importance of systematic organizational and behavioral change using evidence. Next, leaders should clearly communicate the roles and responsibilities of all employees and external stakeholders in the evolving process of becoming an evidence-based organization. Finally, organizational leaders should engage all system

players and demonstrate how their role in the implementation of evidence-based practices will not only hold offenders accountable but enhance public safety through efforts which may possibly reduce recidivism.

Now that the process of change has begun within an organization, what is the role of management at various levels in the implementation of evidence-based practices? As champions of evidence-based practices, the executive team should create an evidence-based vision and mission which serves as a reminder to all staff of the importance of their efforts to achieve the desired outcomes. Divisional managers should support and communicate the mission and goals of the organization as it moves towards evidence-based operations. In addition to motivating their staff to implement evidence-based practices, divisional managers should promote how their staff work towards accomplishing the organization's mission and routinely check processes to ensure alignment with organization's vision.

The role of the supervisor is the most critical in the implementation of evidence-based practices. Front-line supervisors are the very important linkage to supporting staff in their day-to-day efforts to improve outcomes through the use of evidence-based practices. Not only do supervisors serve as mentors and coaches, they also help staff develop the skills necessary to achieve specific outcomes a variety of mechanisms of quality assurance to measure performance. Furthermore, supervisors collect and review data to make informed decisions about what works and what is not working within their unit. Most importantly, supervisors are essential in creating a safe environment conducive for learning which will allow staff to use newly acquired skills and techniques to achieve the desired outcomes within the scope of the organization's goals and mission.

Sources:

Burke, W. (2011). *Organization Change: Theory and Practice*. SAGE Publication

National Institute of Corrections. (2011). *Putting the piece together: Practical strategies for implementing evidence-based practices*. U.S. Department of Justice.

Submitted by:
Shaunita M. Grace
Director of Evidence-Based Practices

County Highlight: Sentencing Reform Act & Laurens County



Laurens County Agents Edén Castillo (left) and Michael Richards showcase a board that lists several offender accomplishments in the county. AIC Gambrell didn't just want a "Most Wanted" board, he also wanted one that showed offenders they could be successful during supervision.

The Laurens County office has some innovative strategies in assisting offenders in achieving success. The new techniques are essential in implementing the Sentencing Reform Act of 2010.

Utilization of the Consent Order: The Consent Order was developed by the Laurens office and tested for four years before going statewide with the Sentencing Reform Act. The Consent Order combines several legal process forms into one, thereby easing the burden on the Agents and speeding up the violation process when both the offender and the Agent agree on any changes to the case. This new process also lowers courtroom time as well as the number of Administrative Hearings needed. The office is working with ITSS in getting this form installed in the Violation Module in OMS

PSE: "Our Public Service Employment program in Laurens is being revitalized as we see it as a vital role in satisfying minor compliance violations as well as providing a service to our area," Gambrell noted.

In the early 1990s, the number of completed PSE hours in Laurens exceeded 10,000. "That is again our goal. We are currently increasing the number of sites we have to offer, and we have already notified court personnel of our intention to expand this program. Recently, reports have shown that we are well on our way of completing our goal, as the number of hours ordered has now doubled. Also

utilizing the Consent Order will assist us in this project," Gambrell said.

Supervision Tactics: The Laurens office has made great strides in changing their supervision tactics with focusing on offender successes rather than failures.

"We have developed an offender success board which is found in our main office lobby. Rather than only posting "Wanted" posters of absconded offenders, we also have posted success stories of our offenders." according to Gambrell.

Everything is posted on the board, from successes in treatment, obtaining employment, completing PSE, furthering education, or completing Vocational Rehabilitation's Work Keys Program. The offender first signs a confidential release, then some limited case information is made available. This success story is also placed in the Agent's personnel file for later use in the EPMS process.

"Since implementing this in the Fall of 2011, we have noticed that offenders, courtroom personnel, law enforcement, victims, and the general public have enjoyed reading about these supervision successes."

To lower the number of cases per Agent, Laurens County has developed a Low Risk Caseload that for Human Service Specialists Sheila Powers and Debbie Arnold to monitor. The cases placed on this program are non-violent, first time probationers, and

offenders who only have court ordered financial obligations. Laurens HSS monitor these cases to ensure the financial compliance which allows the agents to focus more on the high risk offenders on their caseloads.

The county has also gone to reporting periods that are totally operated by giving offender specific dates as well as specific times to report. It schedules 4-5 offenders to each agent every hour during a reporting period. This allows for a better controlled reporting process with less offender waiting time, as well as allowing agents more quality time spent with each offender to better address any needs.

Referral Opportunities: In 2011, referral opportunities were first recognized as an important factor in how we relate to Sentencing Reform.

With this focus and auditing, some providers were dismissed, and new programs were gained. Laurens is now providing more alcohol and drug educational programs for age specific offenders; has increased its domestic abuse and anger management treatment services to included more varied meeting times, and CDV services that are more risk specific. It's currently working with the local Clemson University Extension Office to develop a Life Skills class, as well as making contact with United Way to request that the office be another site for the Alston Wilkes Society.

Therefore, due to the above changes, new tactics, and referral opportunities, compared to 2010, our revocations numbers as well as the number of warrants issued continue to decrease, and we all are continuing to strive to lower these numbers even more in the months to come.

*Submitted by:
Pete O'Boyle, Director of Public
Information &
Laurens County AIC Chad Gambrell*

SC NABCJ Conference Highlights

The South Carolina Chapter of the National Association of Blacks in Criminal Justice (SC-NABCJ) celebrated its 18th Annual One-Day Training Conference at the Brookland Banquet and Conference Center in West Columbia, South Carolina on December 2, 2011. The theme for the conference was "NABCJ Meeting Our Goals, Reaching New Heights". There were approximately 150 people in attendance, representing various facets of the South Carolina criminal justice community.

The day began with greetings from the SC-NABCJ President, Andrea M. Vaughn and invited agency representatives. Sonya Bookard, Deputy Director for Administration, brought greetings from PPP. Richland County Sheriff Leon Lott, Columbia City Chief Randy Scott and Fifth Judicial Circuit Solicitor Dan Johnson participated in an informative panel discussion. Radio personality Tre' Tailor served as moderator.

Motivational speaker and author Willie Holton Halbert delivered the luncheon message with "Discover the Real You and Exceed Your Goal" as the topic. Mrs. Halbert used the art of storytelling to take her audience on a journey from trials to triumphs. She showed how everything in life is purposeful.

Joann Tolbert-Yancy, President and CEO of Jotoski Human Resource Consulting Firm based in Dallas, Texas addressed conference attendees during the General Session with a very powerful and captivating presentation entitled "Cultivating Leaders for the 21st Century". The presentation offered tips on how to master the art of working effectively through others. She also provided examples of practical directions and qualities of

leadership required today to successfully inspire others. The concurrent workshops were followed by great networking opportunities.

Congratulations South Carolina-NABCJ on executing another successful conference!

*Submitted by Detra Cooley
Forms Management Coordinator,
Strategic Development and Information Technology*

Promotions

August 2011—January 2012

Troyeshi Brailey, Office Manager—Richland

Larissa Chess, Administrative Assistant to Deputy Director for Administration

Chris Doerr, Team Leader—Horry

Suzanne Foot, Agent In Charge—Beaufort

Shaunita Grase, Director of Evidence Based Practices

Stephen Gunnells, Training Coordinator—TCPD

Cliff Howle, Assistant Deputy Director for Field Operations

Scott Norton, Deputy Director for Field Operations

Margaret Parrish, Regional Director—Region 2

New Hires: November 2011—January 2012

Harold Alexander Jr.	Beaufort	Ashley Mckenzie	Florence
Monica Anderson	Greenville	Matthew Mcmillen	Horry
Corey Campbell	Chester	Tilie Palmore Kilgore	Anderson
Nancy Cheers	Hampton	Jennifer Papa	Charleston
Niquita Cook	Kershaw	Daniel Schirra	Lexington
Brandon Cutshaw	Richland	Samantha Sherod	Sumter
James Graham	Sumter	Victoria Simmons	Greenville
Jon Guest Jr.	Greenville	Venitra Stocker	Charleston
Tyrone Hicks	Beaufort	Artina Wallace	Richland
Noel Husbands	Richland	Joseph Weed	Aiken
Robert Kilgo	Orangeburg	Ethan Weston	Charleston
Chase Lentz	Dorchester		

Agents Help Offenders “find their way” with COMPAS Training



The two-day “Basic COMPAS” risk/needs assessment training began on January 10th with the initial two-day session being designated as the first portion of the Training-For-Trainers. Twenty five staff members from around the state were selected to serve as instructors for the risk/needs tool. These instructors will attend three more three-day sessions to complete the certification necessary to conduct future training on the tool.

Approximately 125 caseload Agents and supervisors have attended the “Basic COMPAS” course as well. This training comes as a part of the Department continuing its efforts to implement the provisions of the Omnibus Crime Reduction and Sentencing Reform Act of 2010, specifically the adoption and use of an actuarial risk/needs assessment instrument to identify offender risk and criminogenic needs.

Otherwise known as “The COMPAS Core and Re-entry Training” consists of a hands-on approach to the new risk/needs assessment tool. Instructors from the vendor, Northpointe, have conducted the training thus far, and will continue to train exclusively, until internal staff is certified to assist. Over the course of two days, Northpointe instructors provide a background of the software, an overview of the program, and its success thus far by other users around the nation. Participants are able to spend time developing a sample case and complete several assessments during the training. The instructors give in-depth insight on developing a good rapport with the offender, which encourages honest answers on the offenders part, and is vital to the assessment outcome. Participants are then able to view the results of their assessments and are shown how to build an effective case plan applicable to the offenders risks and needs. Throughout the training, participants engage in discussion with the instructors, ranging from software mechanics to possible scenarios for practical application in the field.

Submitted by: Melissa Ray, Director of Training Compliance & Professional Development

Successful Supervision Outcomes

Last year, the Department enhanced its supervision strategies to reduce recidivism while maintaining public safety.

- Successful closure rate of 67% for probationers and 89% for parolees
- 18% Reduction of Compliance Revocation admissions to SCDC
- 12% Overall reduction in supervision revocation rates
- 13% Reduction in Compliance revocation rates
- 6% Reduction in New Offense revocation rates
- 18% Overall reduction in the issuance of legal process (warrants/citations)
- 29% Overall reduction of administrative hearings



The Legal Eagle Focus: Notes for the NOTARY PUBLIC



Issuing legal process is integrated in the daily routine of staff throughout SCDPPPS. However, one vital step in this routine is often under emphasized, the notary of issued and served process. “A Notary Public provides a very important service to the State of South Carolina,” according to the Secretary of State, Mark Hammond. The Office of the Secretary of State is responsible for the commissioning of Notaries Public for South Carolina and keeping the original copies of the Oath of Office on file. Mr. Hammond indicates a Notary Public provides the first line of defense in preventing (document) fraud by properly identifying a person is who they say they are as the document issuer as well as the signer is not doing so under duress and signing of their own free will. As SCDPPPS is the only law enforcement agency in the State empowered to issue its own legal process, ensuring proper notarization of legal process maintains the integrity of the agency and our empowered duties in this regard. With approximately 140,000 notaries in the State of South Carolina, let us ensure the Notaries within SCDPPPS are well informed of their responsibilities in their notary duties to the State. A wealth of information on specific duties, responsibilities and resources for Notaries can be found on the Secretary of State website, www.scsos.com/Notaries_and_Apostilles. Mr. Hammond also welcomes questions to his office at (803) 734-2512.

Submitted by: Deon Wilform, Hearing Officer, Legal Services

The Setoff Debt Program

SCDPPPS started a partnership with SC Department of Revenue (DOR) in 2001 which provides collection of outstanding agency debts owed by offenders through state tax refund interception. Accounts three or more payments in arrears to include Regular, Intensive, and YOA Supervision Fees, Electronic Monitoring and GPS fee accounts are submitted for interception. Notifications are mailed advising subjects of our intentions to intercept funds and DOR's mandatory administrative fee in the amount of \$25.00. Appeal letters received are forwarded to Tommy Evans, SCDPPPS Setoff Debt Appeal Attorney, to determine if subject's name should remain or be removed from submission. Offender names, social security numbers, addresses and amounts requested for tax interception are sent to DOR the first week of December. Offender names are removed daily if arrearages are paid in full, citations or warrants are issued, or if accounts are closed. When funds are received they are posted to the offender's account with a "Setoff" transaction type.

It is crucial to keep offender data current and complete to include a full mailing addresses with zip codes. Social security numbers should also be verified. Last year the agency mailed a total of 15,000 notification letters. This year over 17,000 notification were mailed. The year to date total collection for SCDPPPS through the Setoff Debt Collection program is \$819,099.

CJA Graduation



These Agents walked across the stage at the Criminal Justice Academy on January 27th after the 12 week course: (from left) Meredith K.L. Wise, Aiken County; Christopher Summerville, Charleston; Melissa L. Downs, Dorchester.

The Legal Eagle Focus

HO Monthly Standards



The Hearings Section has implemented a "Standard of the Month" in an effort to challenge and expand the quality of our work. Each month a different standard to strive toward will be provided along with a measure to determine how well the standard is being met. The goal of each standard is to enhance and grow in our profession and section. The standard for November 2011 was Education.

With the implementation of Evidence Based Practices, the focus of our Agency's work has shifted from reactive to proactive. Therefore, our contact with our offenders must yield a more open dialog in order to identify their core needs and root causes for non-compliant behavior. This open dialog can be accomplished by incorporating Motivational Interviewing techniques in our communication with offenders which is a key component of Evidence Based Practices. Recently, Hearing Officers presented short presentations focusing on tools that can be used during Administrative Hearings to motivate the offenders into becoming compliant with their supervision agreement.

We noticed that by simply restating a question or acknowledging the offender's beliefs was an accomplishment that could change not only their negative perception of supervision motivate them to comply with conditions of supervision successfully. More recommended information on Motivational Interviewing can be found at www.nicic.gov/Library/025045.

The "Standard of the Month" for February is *Take Responsibility*.

*Submitted by: Deon Wilform,
Hearing Officer, Legal Services*

Donors to Leave Pool

Thank You! To the following Leave Pool Donors of 2011.

Josephine Baccous	Beaufort
Nathaniel Bess	Strategic Development & IT
Patrice Boyd	Human Resources
Tracie Branham	Fiscal and Materials Management
Kenneth Bumgarner	Special Operations
Robert Collier	Greenville
Dedra Dickson-Phillips	Edgefield
Suzanne Foot	Beaufort
William D. Fordham	Special Operations
Anthony Fowler	Union
Melvia Gayle	Clarendon
Monica Hall	Human Resources
Jerry Hamberis	Chesterfield
Michael Herd	Jasper
David Hotchkiss	Jasper
Daniela McMillan	Barnwell
Robert Mitchell	Field Operations
Todd Panther	Cherokee
Randy Raybon	Lexington
Donnie Rogers	Strategic Development & IT
Adam Smith	Williamsburg
Thomas Suber	Newberry
Jacob Wilson	Williamsburg
Carol Woodard	Victim Services

S.P.I.C.E. Retreat

George Whitehead, Coordinator for the S.P.I.C.E. program represented the Department at a S.P.I.C.E. Retreat held Wednesday, February 1st. Several hundred attendees were there for an informative presentation. The purpose of the retreat was to have our collaborative stakeholders and service providers from across the state discuss their strategies and tactics for future expansion. It was the first retreat of this magnitude held among the partners at the South Carolina Department of Corrections Training Academy. This collaborative effort included the South Carolina Department of Corrections, South Carolina Department of Vocational Rehabilitation, and many Technical Colleges within the state. These partners discussed wrap around services provided to parolees for a successful community re-entry. Since S.P.I.C.E.'s inception in 2004, more than 800 offenders have graduated from the program. Attending the day-long retreat from PPP were Director of Executive Programs Jodi Gallman and Public Information Director Pete O'Boyle.

*Submitted by: George Whitehead, S.P.I.C.E. Coordinator
Office of Executive Programs*

Agent Basic Graduates—December 2011



A new class of Agent Basic graduates completed three weeks of training on PPP policies, procedures and supervision methods in December. They are: Nicole Albany and Harold Alexander - Beaufort County; Monica Anderson - Greenville County; Brandon Cutshaw - Richland County; Tyrone Hicks - Beaufort County; Noel Husbands - Richland County; Robert Kilgo, III - Orangeburg County; Chase Lentz - Dorchester County; Matthew McMillan - Horry County; Jennifer Papa - Charleston County; Daniel Schirra - Lexington County; Venitra Stocker - Charleston County; Joseph Weed - Aiken County; and Ethan Weston - Charleston County. Over the next few months, these graduates will head to the Criminal Justice Academy (CJA) for 12 weeks of intensive law enforcement training. Agents Tyrone Hicks and Noel Husbands were C-1 certified prior to joining the PPP family, so they will jump right into their Agent duties in their county offices. They are joined by Director Kela Thomas and Deputy Director for Field Operations Scott Norton.

Mark Your Calendars for These Upcoming Events

MARCH

March is National Nutrition Month. The Academy of Nutrition and Dietetics encourages everyone to "Get Your Plate In Shape". This campaign focuses on the importance of making informed food choices and developing sound eating and physical activity habits. It is a reminder of the New Year's resolutions to eat healthier, exercise more and get into shape.

APRIL

National Crime Victims' Rights Week will be observed April 22nd through April 28th. This year's theme is "Extending the Vision: Reaching Every Victim". The Department will share information to enhance community awareness about our services to victims.

MAY

National Military Appreciation Month is our special time to recognize and honor the men and women of uniform who serve our country. Our support is paramount as we must stay the course for peace and freedom. PPP salutes the men and women of the armed forces!

National Public Service Recognition Week is May 6th through May 12th and State Employee Recognition Day is May 9th. Both events are celebrated to express appreciation to employees for their dedication and commitment given to the citizens of South Carolina. To the staff of PPP, you are valued and are commended for your service.



Everyday Foods Add Up to Major Salt Problem



Americans still eat way too much salt, and much of it comes from dietary staples such as bread, poultry, cheese and pasta, U.S. health officials have reported. A U.S. Centers for Disease Control (CDC) and Prevention report said 90 percent of Americans consume too much salt on a daily basis.

Ten types of foods account for 44 percent of salt consumption, the CDC researchers said. These include bread and rolls; deli meats and cured meats; pizza; fresh and processed poultry; soups; cheeseburgers and other sandwiches; cheese; pasta dishes such as spaghetti with meat sauce; meat dishes such as meat loaf with tomato sauce; and salty snacks, such as pretzels, chips and popcorn.

Too much salt, the major source of dietary sodium, can raise blood pressure, which is linked to heart disease and stroke. "Heart disease and stroke are leading causes of death in the United States and are largely dependent on the high rate of high blood pressure, and one of the things that's driving our blood pressure up is that most adults in this country eat or drink about twice the amount of sodium recommended," CDC director Dr. Thomas Frieden said during a recent press conference.

For their estimates, CDC researchers relied on data from a 2007-2008 nutrition study of more than 7,000 Americans aged 2 years and older. The investigators found that 65 percent of daily sodium comes from food bought in stores, and 25 percent from restaurant meals.

Excluding salt added at the table, the average American consumes about 3,300 milligrams of sodium per day — significantly more than the 2,300 milligrams recommended by the U.S. Dietary Guidelines. For people over 51 years of age, African Americans, and those with high blood pressure, chronic kidney disease or diabetes, the recommendation is 1,500 milligrams a day.

The best way to reduce your salt intake, the researchers said, is to eat more fresh or frozen fruits and vegetables without sauce and limit processed foods. Heller suggested buying low-sodium foods, such as no-sodium canned tomatoes and tomato sauce, and using less cheese, "which can be surprisingly high in sodium."

It's important to learn which foods are high in sodium and figure them into your day, and to check food labels when shopping, Heller said. Also, limit cold cuts and processed meats.

Source: <http://www.cdc.gov/Features/VitalSigns/Sodium/>

The Baseball Ballerino

Seeing is believing! Our very own 6'2" 250 lb. Hearing Officer BJ Sumpter was a member of the Orangeburg Civic Ballet when they performed the 20th Anniversary performance of Tchaikovsky's *The Nutcracker* during December. Hearing Officer Sumpter portrayed the character Sir Siberhaus. His eight year old daughter Zaria was also in the performance. In addition to the regularly scheduled Holiday performances, The Ballet presented the Christmas classic to hundreds of school children at South Carolina State's Martin Luther King Jr. Auditorium on December 9, 2011. Mr. Sumpter is not new to the arts. Many of you know he played baseball for South Carolina State, but you may not be aware that he has been a thespian since elementary school and also has worked as a model. Hearing Officer Sumpter is to be commended for his contributions to his community.

Submitted by: Kay Hutson, Chief Hearing Officer, Legal Services



PSE Site Appreciation

Marlboro County Jail Warden Earl Hood (center) receives a Certificate of Appreciation from (l-r) Marlboro County PSE Coordinator Pamela McLaurin, AIC Monnie English, and Regional Director Margarette Parrish as part of the county's annual Public Service Appreciation activities in January.



CODE

Connecting Our
Deployed Employees

By Jodi Gallman, Director
Office of Executive Programs

Ricky Padgett is still on assignment. Let's continue to reach out to him at ricky.padgett@us.army.mil

With just a little time and technology, we can stay connected!



Agent Basic Graduates—March 2012



Director Thomas and Deputy Director Norton welcome a new class of Agent Basic graduates after ceremonies on March 2, 2012. They are Corey Campbell - Chester; Niquita Cook - Kershaw; James Graham - Sumter; Andrew Guest - Greenville; Tilie Palmore-Kilgore - Anderson; Samantha Sherod - Sumter; and Artina Wallace - Richland.

Boxes and Boxes and More Boxes



Records Management Services' Gertrude Stoney and Lois Dinkins pose beside of a shipment of closed case files from a county office.

An email was sent to each Regional Director with instructions for sending boxes of closed offender files. The files are to be purged of all nonpermanent documents as outlined in Policy 127. Purging files before they are sent to Central RMS will require more of an effort at the county level; however, it will ultimately improve the overall process and increase efficiency. The reduction of paper in files will maximize space in each box, allowing RMS to receive more boxes and create space in the county office.

Please contact our Records Management Services staff at 803-734-9195 if you have questions.

Job Readiness for Offenders

The unemployment rate for South Carolina continuously hovers around 9.5% according to the United States Department of Labor, Bureau of Labor statistics.

This coupled with the existing barriers to success, makes the market a particular challenge for those we supervise.

Job searching for an offender can become over whelming and escalate to other obstacles that will impede them from providing for their household and meeting all financial obligations. Some offenders may not feel comfortable speaking to their Agent about these issues for reasons that can expand from being embarrassed that they have limited education to being under skilled; therefore they can not get their job of choice. Here is where YOU can be of great assistance. All Agents should be familiar with the job readiness resources available within their locale. Additionally, the internet can provide guidance on completing a job application, designing a resume or sharpening your interview skills. There are some established community resources that can assist you with job readiness such as the: Vocational Rehabilitation, Alston Wilkes Society, and the Department of Employment and Workforce. Some offices have already established programs. They are York, Richland and Greenville Counties. These offices have also partnered with the United States Probation Office to enroll offenders in their program.

York and Richland counties have taken on the challenge to implement a job readiness class for their offenders in the office. In depth preparation and gathering of materials is utilized in assisting the offenders in their job search.

The Greenville County Office works along with South Carolina Works to assist offenders with job searching and navigating workplace challenges.

The job readiness program areas of focus include improving self esteem, interview dress attire, communicating effectively, resume writing, and how to discuss criminal record with a prospective employer. The offenders who have participated in these classes expressed their appreciation for the office's interest in assisting them with obtaining and maintaining employment.

Lastly, The Federal Bonding Program is a program that you can educate businesses about its benefit for hiring our offenders. The program provides fidelity bonding insurance coverage for high risk individuals, and the Work Opportunity Tax Credit, which offers opportunities to earn federal tax credits for hiring these individuals.

If you would like to conduct a one-day job readiness workshop, you can contact me at 803-734-9041 or amcmill@ppp.state.sc.us for assistance.

*Submitted by: Angie Salley
Field Operations*

Evidence-Based Practices At It's Best... Success in Charleston County

Candice was placed on probation and reported for intake on January 19th. HSS Kimberly Temmoney quickly realized that this offender had substance abuse and mental health problems. She went to Team Leader Kescia Holmes and discussed her concerns for the offender. It was determined that the household was unstable and contributed to Candice's substance abuse issues.

The case was also discussed with Team Leader Ron Carter who suggested the Magdalene House, a two year residential and outreach program that helps women with mental health and/or substance abuse issues. She returned to the office on January 26th after unsuccessfully trying to get into the facility because of her recent drug use. While there, Candice expressed she came to the office for help because she did not know where to go and couldn't go home because everyone there abused drugs. Candice could not get into detox because she was not on her mental health medication. This resulted in Agents Jennifer Papa and Jose Alvarez transporting her to MUSC for treatment.

Agent Papa confirmed that she had been admitted to the MUSC Institute of Psychiatry (IOP). Her assigned social worker was made aware that Candice was a candidate for the Magdalene House upon release from IOP. Team Leader Carter was able to set up an entry interview with the Magdalene House coordinator and Candice. After a second

interview, Agent Papa was informed that she had been accepted into the Magdalene House but would have to wait until February 10th because of limited bed space.

On February 6th Candice called stating that she was being discharged. Agent Papa contacted the IOP social worker and appealed to her that Candice needed to remain there until the 10th or spend a week in a shelter which would be counterproductive to her success.

On February 10th Agents Papa and Jeff Rillorta transported Candice from MUSC and to the Magdalene House's main office for intake, after which she was assigned to her residence for the duration of the program. Candice had a great attitude and was in good spirits. She is excited to be starting the program at the Magdalene House. Candice was given her next report date. The House will provide transportation to the office. Candice is off to a new beginning with a promising future.

Helping Candice required more than teamwork! Beginning with HSS Temmoney to Team Leaders Holmes and Carter, Agent Papa, the staff at MUSC IOP and the Magdalene House, these folks have demonstrated Evidence-Based Practices at it best!

*Submitted by: Derek Brown,
Charleston County Asst. AIC*

CJA Graduation



April McFedden was a member of the Criminal Justice Class 579 that held graduation exercises on February 17. (From left): Orangeburg Agent-in-Charge Kim Brantley, McFedden, Deputy Director for Field Operations Scott Norton. McFedden will be assigned to Orangeburg County.



(From left): Greenville Asst. Agent-in-Charge Jeremy Windle, Andrew Scott, Meli'sa Israel, Norton. Scott and Israel will be assigned to Greenville County.



PPP Book Nook

The PPP Book Nook is designed to bring you thought-provoking, inspiring, and motivating books that can encourage you to reach new heights in your professional and personal life. You are encouraged to submit books for review that we may share in future issues of The Informer. Enjoy!

*Being the Difference:
True Stories of Ordinary People Doing Extraordinary Things to Change the World*
Author - Darius Graham

We often hear about people with lots of money making a difference in donating to worthy causes. But, in this book you will read a collection of inspiring stories of people actually making a difference; making a difference in ways you maybe would not have considered. The individuals featured in these true stories all faced challenges in their life, and for many of them, their challenge actually created the opportunity to make a difference in other peoples' lives. The title of this book describes it well, "Being The Difference". The word, "being" describes these people as they moved beyond their own challenges to be the difference to many people. To quote the author, "the truth is anyone can be the difference; all it takes is using whatever you have, to do whatever you can". They didn't make the difference by spending lots of money; they made a difference doing what they could in many different ways. A wonderful book to read especially if you think you cannot make a difference. And, it is a wonderful book to read to reinforce the difference you are making to others. Let the true stories inspire you to "being" that difference in someone's life.

Source: <http://www.wow4u.com/bookreview/index.html>

**South Carolina
Department of
Probation, Parole and
Pardon Services**

THE INFORMER is a quarterly publication of the South Carolina Department of Probation, Parole and Pardon Services (SCDPPPS). Articles may be reprinted without permission, however proper credit is requested for any material used. *THE INFORMER* solicits photographs and articles from SCDPPPS staff. These along with any inquiries or comments should be directed by e-mail to Informer Editor, Jodi Gallman at jgallman@ppp.state.sc.us.

The Honorable Nikki Haley
Governor

Kela E. Thomas
Director

Jodi Gallman
*Director,
Office of Executive Programs
Newsletter Editor*

Arnise N. Moultrie
*Office of Executive Programs
Newsletter Designer*

AGENCY MISSION

To prepare offenders under our supervision toward becoming productive members of the community;

to provide assistance to the victims of crimes, the courts and the Parole Board; and

to protect public trust and safety.

AGENCY MOTTO

**PREPARE, PROVIDE AND
PROTECT**

**CONGRATUATIONS TO PPP'S #1 AGENT!
Director Kela E. Thomas**

On February 17, 2012, PPP Director Kela Thomas graduated from the Criminal Justice Academy as a Class One Certified Law Enforcement Officer. Director Thomas now knows firsthand the rigors and intensive training Entry Level Agents face at CJA.



LEFT: Director Thomas receives the Oath of Office from Richland County Clerk of Court Jeanette W. McBride.



ABOVE: Director Thomas practices arrest procedures at the Criminal Justice Academy.



BELOW: Deputy Director for Field Operations Scott Norton presents Director Thomas with her badge.



RIGHT: Director Thomas is seated with fellow graduates of Class 579.



RIGHT: The PPP Logo adorned a cake served after Director Thomas' Badging Ceremony at the Central Office on February 17, 2012.